Swami Ramanand Teerth Marathwada University, Nanded

Ph.D. Synopsis on

"A Study on Work Life Balance of Working Women in Latur District"

Under the Faculty of Commerce and Management

For the Award of Degree of

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Introduction

The role of women has undergone a significant transformation over the years, shifting from traditional expectations to more diverse and empowered positions within society. This change is a result of shifts in cultural norms, legal reforms, advancements in education, and technological progress. Traditionally, women were often limited to roles centered around domestic responsibilities such as managing the household, caregiving, and raising children. However, the emergence of women’s rights movements and changing social attitudes have reshaped this narrative. Today, women have broken through traditional barriers and ventured into various fields, including politics, business, science, the arts, and sports. They are now regarded as equals in the workforce, contributing substantially to economic growth and innovation. Glass ceilings have been shattered, and leadership roles that were once inaccessible have been assumed by women. With expanded educational opportunities, women can pursue education and professional careers with the same determination as their male counterparts.

The evolving role of women isn't confined to the professional realm alone. There has been a notable shift towards more equitable partnerships within households, where shared responsibilities for childcare and domestic tasks are increasingly common. This shift is driven by a desire for work-life balance and a recognition of the value of each partner’s contributions to both their family life and professional pursuits.

Work Life Balance:

Work-life balance is a concept crucial to the well-being of individuals, refers to the harmonious blend individuals seek between their work-related commitments and their personal lives. This equilibrium involves effectively managing one's time, energy, and focus to fulfil work responsibilities while also nurturing personal health, family relationships, hobbies, and other non-work interests. Striking a work-life balance ensures that neither work demands nor personal responsibilities overshadow each other, leading to a well-rounded and fulfilling life.

This balance is particularly pertinent for working women who navigate a multifaceted existence. Recognizing that they wear multiple hats—from dedicated professionals to caregivers, partners, and individuals with aspirations—highlights the complexity of their roles. Achieving work-life balance for working women entails an intentional distribution of resources, encompassing time, energy, and attention. It necessitates skilfully managing work-related tasks, meetings, and projects while carving out meaningful moments for familial interactions, personal hobbies, self-care, and social connections.

In today's digitally connected world, where the boundaries between work and personal life often blur, attaining work-life balance is more intricate than simple time management. It involves setting boundaries, determining priorities, and cultivating overall well-being that transcends the confines of the workplace. The pursuit of work-life balance underscores the significance of acknowledging women's multifaceted achievements, not only professionally but also personally. Organizations and societies play a pivotal role in creating an environment that

empowers women to excel in various dimensions of their lives, fostering a sense of satisfaction that extends beyond work into personal contentment.

Need and Significance of the Study

In today's changing world, women are taking on important roles. They are working hard in their careers and also taking care of their families and personal lives. It needs to find the right balance between work and personal life. Ultimately, the work life balance for working women is about finding harmony between work and personal well-being. It involves Conscious Choices, setting boundaries, seeking support and fostering an environment that values both their contributions in the workplace and their roles in their personal lives. The main aim of this research study is to comprehensively understand the multifaceted challenges that working women encounter while striving to achieve Harmony between their work commitments and personal responsibilities. Mainly these challenges ranging from time management to societal expectations, impact their well-being, job satisfaction, overall Quality of Life. By uncovering the challenges, strategies and institutional interventions that impact their ability to achieve balance, this study aspires to offer insights that can inform policy recommendations and workplace initiatives.

Objectives of the Study

1. To assess the current work-life balance status of working women in Latur district.
2. To identify the factors influencing the work-life balance of working women.
3. To explore the challenges and barriers faced by working women in achieving a satisfactory work-life balance.
4. To examine the impact of work-life balance on job satisfaction, performance, and overall well-being of working women.

5. To analyse the role of organizational policies and support systems in facilitating or hindering work-life balance for working women.
6. To suggest strategies and recommendations that could help improve work-life balance for working women in Latur District.
7. To investigate the coping mechanisms and strategies adopted by working women to manage their work and personal life responsibilities effectively.
8. To contribute to the existing literature by providing insights into the unique challenges and opportunities faced by working women in Latur district.
9. To offer practical recommendations for policymakers, institutions, and individuals to enhance the work-life balance and overall Quality of life for working women in Latur District.

Hypothesis of the Study

Hypothesis – 1:

- Null Hypothesis (H0): There is no significant relationship between the work-life balance of working women and their job satisfaction of Latur District.
- Alternative Hypothesis (H1): There is a significant relationship between the work-life balance of working women and their job satisfaction of Latur District.

Hypothesis – 2:

- Null Hypothesis (H0): The organizational policies and support systems do not significantly influence the work-life balance of working women in Latur District.
- Alternative Hypothesis (H1): The organizational policies and support systems significantly influence the work-life balance of working women in Latur District.

Hypothesis – 3:

- Null Hypothesis (H0): There is no significant difference in work-life balance experiences among married working women and Unmarried Working Women in Latur District.
- Alternative Hypothesis (H1): There is a significant difference in work-life balance experiences among Married working women and Unmarried working Women in Latur District.

Hypothesis – 4:

- Null Hypothesis (H0): Coping mechanisms and strategies adopted by working women do not significantly impact their ability to maintain a satisfactory work-life balance within Latur District.
- Alternative Hypothesis (H1): Coping mechanisms and strategies adopted by working women significantly impact their ability to maintain a satisfactory work-life balance within Latur District.

Hypothesis – 5:

- Null Hypothesis (H0): The work-life balance of working women has no significant effect on their overall well-being within Latur District.
- Alternative Hypothesis (H1): The work-life balance of working women has a significant effect on their overall well-being within Latur District.

Research Methodology and Data Collection

- **Research Method/ Approach**

This study will be done through the Empirical research method because it involves the collection of data through surveys, observations, Interviews, etc. It is most suitable and easy to analyze and interpret results for this type of research study, and emphasis on primary data will be more than that on Secondary data.

- **Data Collection**

There are two types of data that will be collected for the purpose of Research study.

1. **Primary Data**

Primary data refers to original data that is collected first hand by researchers for a research study. This data is gathered directly from sources through methods such as Surveys, interviews, observations and questionnaires. Mainly survey method will be used in the form of structured questionnaire for this research study.

2. **Secondary Data**

Secondary data refers to data that has been collected by someone else for a purpose for this research study. Secondary data will be collected through published sources such as journals, websites, magazines, books, e-books, existing surveys, etc.

- **Sample Design**

This Research Study will be based on the views of 800 working women in Latur district. The sample of the research would be collected through non-probability sampling, precisely through convenient Sampling method.

- **Research Instruments and statistical Tools to be used.**

The Questionnaire will be the main research instrument adopted for collection of data in this research study. Structured questionnaire will be framed under the guidance of research supervisor. Questionnaire will consist both open ended and close ended questions. The questions will be fabricated and modified in association with work life balance. Survey analysis of primary data will be done with the help of various statistical tools like Percentage Analysis, chi -square test, T-test ANOVA (If Applicable)

Scope of the Study

- **Periodical Scope:**

  The periodical scope of this research will be for 5 years

- **Geographical Scope:**

The geographical scope of the study will be the Latur district- Universities, Colleges, Research Institutes particularly which includes to Talukas

Latur, Ausa, Ahemdpur, chakur, Deoni, jalkot, Nilanga, Renapur, Shirur-Anatpal, Udgir.

- **Operational Scope:**

This study is covered in Latur district including 10 Talukas and data will be collected from this operational area.

Limitations of the Study

- The study is limited to Latur district only.
- The Study is limited to working women only.
- The study is limited to work life balance of working women in Education Sector (both Teaching and Non – Teaching) of Latur district only.

Chapter Scheme

Chapter 1: Introduction

Chapter 2: Review of Literature

Chapter 3: Research Methodology

Chapter 4: Analysis and Interpretation of Data

Chapter 5: Conclusions, Findings and Suggestions

(The above chapter scheme is tentative depending on the actual research work it may change in the course of the study.)

Reference Books:

1. Research Methodology and Statistical Techniques - prof. Santosh Gupta deep and deep publications, New Delhi.
2. Research Methodology - C. R. Kothari. New Age International Publishers, New Delhi
3. Research Methodology in Commerce – S. Mohan and R. Elangovan, Deep and Deep Publication, Delhi
4. https://latur.gov.in

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